

# The Nasty Nine/Needed Nine Impression Gathering Survey

An Informal Assessment Tool for Engaging People in Considering  
the Overall Health of the Human Service Enterprise

1	2	3	4	5	6	7	8	9	10
1. Fragmentation						Creative Collaboration			
1	2	3	4	5	6	7	8	9	10
2. The Reactive Mode						Proactive Thinking and Acting			
1	2	3	4	5	6	7	8	9	10
3. Prescriptive Programs						Developmental Initiatives			
1	2	3	4	5	6	7	8	9	10
4. Superficial Networking						Transformational Networking			
1	2	3	4	5	6	7	8	9	10
5. The Lack of Evaluation						Practical Evaluation			
1	2	3	4	5	6	7	8	9	10
6. The Lack of Strategic Planning						System Level Planning			
1	2	3	4	5	6	7	8	9	10
7. The Lack of Clear Leadership						Nurtured Leadership Groups			
1	2	3	4	5	6	7	8	9	10
8. People Viewed as Objects						People Involved as Resources			
1	2	3	4	5	6	7	8	9	10
9. Unclear Mission, Vision, and Culture						Clear Mission, Vision, and Culture			